

Volume 22, Number 1

September/October 2013



Yoga at CEP campus

FSA contributes to fitness programs



Connie Cyrull

From the
Staff Vice-President

FSA contributes \$2,000 to re-instate fitness programs

I am thrilled to announce that the FSA will be contributing \$2,000 towards this semester's fitness classes. That means we will be re-instating two yoga classes on the CEP campus and one very popular Zumba class on the Abbotsford campus.

For background: cutbacks forced the cancellation of a number of fitness classes on both campuses. This happened after the employee fitness program was cancelled and the responsibility for health and wellness passed to Occupational Health and Safety. Loyal fitness users objected loudly and appealed to the FSA to help out.

FSA executive members, including myself, met with employer representatives to better understand the issues. You should all know that the

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Upcoming Events

2013 Retirement Dinner

October 16, 2013

Fair Employment Week

October 21 - 25, 2013

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FSA/UFV Holiday Dinner & Dance

December 14, 2013

(see page 14)

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FSA executive was supportive of reinstating these classes, as was the Occupational Health and Safety office. I would like to publicly thank both for understanding the needs these classes fulfill. While we feel that a different funding formula needs to be found, this interim funding gives us time to work that out. For now, fitness classes will continue. We're not sure when they will start up: Occupational Health and Safety needs time to get in touch with instructors and get things moving again.

I encourage you to find a class you enjoy that works into your schedule and make a commitment to your physical and mental well-being. After all, exercise releases those feel-good endorphins and honestly, couldn't we all use more of that? Let others know about these classes and bring a colleague with you. If employees do not respond and use these classes, they will probably be cancelled again.

I'd like to add a thank-you for the raise. Was anyone other than me pleasantly surprised at the increase on our mid-month pay? I confess I was, but I was even happier when I inquired and was told this reflected my new rate and not the retro pay. I thank the past executive for obtaining raises during a time when post-secondary institutions were put under a microscope and budgets were slashed. Kudos! I honestly never thought we would manage it.

Until next time – remember that your union requires your involvement if you wish to influence its focus and direction.

FSA speaks out for transit users

Written by Lisa Morry, FSA Editor and Communications Chair, and Virginia Cooke, Past-President

Last fall, in response to safety concerns raised by the Status of Women representative, the FSA president brought to the UFV board of governors public transportation issues to the new CEP campus in Chilliwack. We were upset by the placement of the bus stops and by the lack of evening service to the campus, all of these affecting both employees and students. The Board took these concerns seriously and arranged a meeting with the FSA, city representatives and transit staff. That meeting took place last January.

We wanted city transit authorities to move the bus stop, which was placed an inconvenient and dangerous seven to nine-minute walk across the Canada Education Park campus from the doors of our new building. We were concerned that someone waiting late at night for a bus, in the dark, very likely in the rain, might be attacked. We were concerned about transit users with disabilities and Elder College students. We wanted service extended for those attending evening classes and staff who work late hours.

City council heard us. In a gutsy move that meant raising taxes and included extending service hours to better serve late-night classes at CEP campus, while keeping 20-minute scheduling, they moved the bus stop to our front doors. The new schedule also improved services to Chilliwack middle and secondary schools at the other end of the bus route. Bravo and thank you!

See the article below, printed with permission from *The Chilliwack Progress*, and this link to the new transit schedule for more details:

http://www.chilliwack.ca/main/attachments/Files/25/TRANSIT-FINAL2013-214RIDERSGUIDE-3159_CHW_RG-v7.pdf

More buses, higher fares coming Sept. 1

By Staff Writer - Chilliwack Progress

Published: August 22, 2013

Chilliwack transit riders will see the largest transit service expansion in the city's history on Sept. 1.

But they'll pay more for it.

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...More buses, higher fares article continued from page 2

Transit fares will rise 25 per cent, or 50 cents for the average one-way ticket next month, marking the first fare increase in five years.

For that, users will see an extra 7,500 annual service hours added to the local transit network – an increase of 30 per cent. It will mean improved service along the No. 1 Vedder route and the creation of two additional routes, BC Transit says.

Two new buses will be added to accommodate the expansion. That will allow Chilliwack Transit to better serve the University of the Fraser Valley in the south and Chilliwack Middle and Secondary Schools in the north.

The two new routes will bring service closer to residential areas and better serve the Chilliwack and Cottonwood malls. Route No. 7 Broadway will serve west Chilliwack and Route No. 8 Tyson will link neighbourhoods in the south.

Other improvements include longer service hours until approximately 10 p.m. six days a week and statutory holiday service at Sunday levels.

The expansion also means higher fares. An adult ticket jumps to \$2 from \$1.50. Youth and senior fares move to \$1.75 from \$1.25.

Fares will also rise for day and monthly passes, as well as HandyDART tickets.

The good news is it will be easier to purchase tickets. Chilliwack is the first BC Transit community to offer convenient online fare transactions. Have your monthly pass or DayPASS sent directly to your home after buying them online at www.chilliwack.com/transit

"We are pleased to offer expanded transit services for the people of Chilliwack," said Mayor Sharon Gaetz. "With the ability to buy tickets and passes online, the addition of new routes, holiday service and later service for six nights, it will be easier than ever for people to choose public transit in Chilliwack."



By Jenna Hauck, Photojournalist | *The Chilliwack Progress*



Vicki Grieve

From the President

To Be Made Whole Again: The Personal Nature of Professional Concerns

There is a wonderful term used in legal writing, often in the context of dispute resolution or in the calculation of damages. I have heard it used in the context of labour law to describe the desired outcome of a grievance. The term "to be made whole" contains the notion that the remedy sought in a grievance or settlement will return the injured party to their previous pre-grievance state of being. The concept embedded in the term implies that some essential part of the grievor has been violated, wounded or taken away unjustly, broken in some place large or small. I suspect that anyone involved in a workplace dispute understands this without necessarily putting it into words. Who does not wish to exist in a state of wholeness? The fact that this term is used in labour relations implies recognition that a person's occupation and livelihood is bound up with their sense of identity and well-being, and that their working life is an essential part of

violated, wounded or taken away unjustly, broken in some place large or small. I suspect that anyone involved in a workplace dispute understands this without necessarily putting it into words. Who does not wish to exist in a state of wholeness? The fact that this term is used in labour relations implies recognition that a person's occupation and livelihood is bound up with their sense of identity and well-being, and that their working life is an essential part of

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who they are. I believe it was Freud who said that there are only three things a person needs to live a relatively happy life: someone to love, something meaningful to do, and something to look forward to. It's the second item on the list that concerns the FSA executive, most particularly those involved in workplace disputes.

Grievances and disputes are obviously on my mind. Early in the first few months of my presidency, I'm struck by how much of my time is taken up by participating in the process of dispute resolution. My job is to support members and FSA contract administrators in all stages of the grievance process. This is most often painstaking and emotionally draining work for all involved, because of the potential consequences for the member who brings a grievance forward. If a grievance is formally launched on behalf of a member, it is because some aspect of our contract has been violated. Members are prepared to fight through what can be an uncomfortable and lengthy process because their rights have been violated. I'm beginning to understand that what gives an individual the energy to see the process through is not just a matter of legal principle. Rather, it is because of a sense of personal violation or harm — something which has eroded their sense of wholeness. None of us should ever underestimate the devastating effects of situations that lead to grievances. Although I would not go as far to say that "we are what we do," a big part of our self-esteem and our sense of purpose and meaning is wrapped up in our working lives. This is why members will engage in uncomfortable processes, and why our contract administrators will support them in the quest to be made whole again.

Will We Put the Fun back into the FSA?

During our executive retreat in late summer, we underwent a goal-setting exercise and identified some areas we'd like to work on during the coming year. There were certainly some lofty ideas, but the one which seemed to generate the most response from the group was quite simple: the FSA should be more fun. O.K., I can get behind this. I understand that we are often the bearers of bad news, and that we often seem to be engaged in a fruitless struggle with management over allocation of funding that seems constantly diminishing. Also, I suspect a great many members only think of us when they are troubled by some aspect of their working conditions. Now be honest: when you think of the FSA does fun spring to mind? Well, brothers and sisters, some members of the executive would like to change the answer to that question.

Just to prove that I really am a fun gal, I'll do my part by rolling out some statistics. What follows is a chart of FSA voter turn-out during the past three years.

Voter turn-out statistics for FSA Elections				
Election	Date	Total Members	Votes Received	Voter Turn-out
Contract Ratification 2012-2014	Jul-13	1,022	383	37%
Faculty Advisory Vote on Rank & Tenure	Jul-13	376	225	60%
By-Election for Chief Negotiator	Jun-13	1,022	244	24%
Executive elections - AGM	May-13	1,022	386	38%
Executive elections - AGM	May-12	1,006	342	34%
By-Election for Faculty Contract. Adm	Oct-11	935	160	17%
Contract Ratification 2010-2012	Jun-11	917	360	39%
Executive elections - AGM	May-11	913	414	45%
Executive elections - AGM	May-10	899	281	31%
Average voter turn-out				36%

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What has this got to do with fun, you may well ask. I'll tell you. The low voter turn-out suggests, I think, that many members are simply not engaged by the incredible drama of elections and contract ratifications. Same goes for EGMs and AGMs. I suspect the turn-out for those laugh-a-minute meetings is even less than the average 36% of us who vote. Oh sure, we try and entice you with the promise of food after the meeting, but it seems that doesn't cut it.



On the face of it, it may not seem that lightening things up and providing more opportunity for merriment of all kinds is an appropriate goal for a union. However, if fun is what it takes to make our members pay more attention to what their Faculty and Staff Association is up to, then I think it is time to do some serious playing around here.

FSA executive members having fun!
President Vicki Grieve is wearing her tiara.



From the Secretary-Treasurer

I would like to thank Harman Dhaliwal in the FSA office for doing an excellent job in assisting me in carrying out the duties of the treasurer. I would also like to express thanks to Sean Parkinson, the former secretary-treasurer, for overseeing a very healthy financial year for the Association.

Please find on the following pages, the accountant's *Review Engagement Report* (by Hanna Barton & Company Ltd), *Statement of Financial Position*, *Statement of Operations* and *Statement of Changes in Net Assets* for the fiscal year ended March 31, 2013.

Based on the *Statement of Financial Position*, by the end of financial year 2013 the Association had unrestricted net assets in the amount of \$542,357, representing a 6.64% increase over the previous year. The amount consists of \$262,692 in cash, term deposits and other receivables plus \$308,242 invested with Macquarie Private Wealth, minus \$28,577 in accounts payable.

In the *Statement of Operations*, it shows our receipts in the fiscal year to be \$818,207, a 2.33% rise from the previous year. The expenditures stood at \$783,811, a 10.11% increase over the previous year. That still gave us an annual surplus of \$33,573, which increased the Association's net assets by 6.46% to \$553,194 in the *Statement of Changes in Net Assets*.

If you have any questions or concerns regarding the FSA's financial position, please feel free to contact me.

Review Engagement Report

To the Members of UFV Faculty & Staff Association

I have reviewed the statement of financial position of UFV Faculty & Staff Association as at March 31, 2013 and the statements of operations and changes in net assets for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly, consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by the association.

A review does not constitute an audit and, consequently, I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

The statement of financial positions as at March 31, 2012 and April 1, 2013 and the statements of revenues and expenditures and changes in net assets for the year ended March 31, 2012.

Financial Statements

Statement of Financial Position

March 31, 2013
(Unaudited)

	March 31 2013	March 31 2012	April 1 2011
ASSETS			
CURRENT			
Cash	\$ 189,957	\$ 220,815	\$ 108,756
Term deposits	-	-	30,000
Accounts receivable	70,082	-	23
Advances receivable	2,461	585	-
Prepaid expenses	192	500	264
	262,692	221,900	139,043
LONG TERM INVESTMENTS (Note 4)	308,242	289,601	315,831
CAPITAL ASSETS (Note 5)	10,837	11,017	12,424
	\$ 581,771	\$ 522,518	\$ 467,298
LIABILITIES AND NET ASSETS			
CURRENT			
Accounts payable	\$ 28,577	\$ 2,897	\$ 34,273
NET ASSETS			
Unrestricted net assets	542,357	508,604	420,601
Invested in capital assets	10,837	11,017	12,424
	553,194	519,621	433,025
	\$ 581,771	\$ 522,518	\$ 467,298

Statement of Changes in Net Assets

Year Ended March 31, 2013

(Unaudited)

	Unrestricted Net Assets	Invested in Capital Assets	2013	2012
NET ASSETS - BEGINNING OF YEAR				
Excess of receipts over expenditures	\$ 33,753	(180)	33,573	86,596
NET ASSETS - END OF YEAR	\$ 542,357	\$ 10,837	\$ 553,194	\$ 519,621

Statement of Operations

Year Ended March 31, 2013
(Unaudited)

	2013	2012
RECEIPTS		
Dues		
Dues	\$ 802,761	\$ 781,872
Social events/contributions	3,338	3,850
Reserve revenues	12,120	13,045
	818,207	799,967
EXPENDITURES		
Amortization	2,337	2,477
Annual general meeting	4,468	2,061
Charitable donations	11,728	12,073
Committee expenses	2,882	2,374
Communications/website	11,417	8,515
Delegate fees, training and seminars	5,570	2,256
Executive transition meeting	4,258	1,032
FSA Office staff (CUPE)	92,996	102,872
Federation of Post Secondary Educators fees	358,308	342,899
Fraser Valley Labour Council	3,120	3,037
Membership recognition	4,846	8,060
Office and miscellaneous supplies	8,273	9,227
Professional fees	7,323	7,517
Release time	249,310	191,721
Social events	13,932	11,084
Travel	5,063	4,591
	783,811	711,826
EXCESS OF RECEIPTS OVER EXPENDITURES FROM OPERATIONS		
	34,396	67,741
OTHER INCOME		
Loss on disposal of assets	(823)	(1,145)
EXCESS OF RECEIPTS OVER EXPENDITURES	\$ 33,573	\$ 66,596

From the

FPSE Non-Regular Employees Rep



David MacDonald

I see by the rain outside that it must be the beginning of a new school year once again. After nearly two and a half months of record-setting sun and heat, the clouds and rain remind us all that it's time to get back to work. Damp weather notwithstanding, everywhere around us appear the most sunny and cheerful dispositions. It's clear that we all enjoy our work and look forward to the various challenges each new year brings.

The months since my last report have been....um.... *"interesting."* Much of the summer months were taken up in meetings and exchanges – primarily designed to complete our new contract and to have it reviewed by our membership. As you know, the document in question was at last ratified only in August.

The changes to our agreement have only just begun to be implemented, interpreted, and/or enforced. Perhaps some of us will need a little more time just to understand them. If I've learned anything during the nearly 10 months of contract negotiations, it's that even small changes here and there can have significant implications for how new or reworded articles are interpreted and their effects on us all. It seems that the creation and interpretation of policies and agreement articles is more an art than a science; and that we often see in them what we want to see rather than what is

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really there. Just like art, interpretation of policies and articles often leaves considerable room for subjective analysis, hidden agendas, and even confusion.

Our new agreement contains some changes of particular interest to non-regular faculty members. Specifically, there are two areas to which I would like to draw your attention:

1) Our agreement now contains an article establishing one-year "limited-term" contracts for non-regular faculty. These will replace the old 8/7^{ths} contracts from previous years. While both types of contracts gave non-regulars access to a full workload over a one-year period, there are some differences worth noting. Under the new article, non-regulars offered the limited-term contract will be remunerated at regular faculty schedules based on their terminal degrees (i.e. MA / PhD) (see Article 22.8). Moreover, those holding limited-term contracts will be afforded access to benefits as well. In all, these limited-term contracts will provide some modicum of security, better pay, and certain benefits.

There was an effort to establish some specific numbers of these limited-term contracts, beginning with more than 30 this year and more than 40 during the next few years, but, citing budgetary concerns, the mandarins in the Ministry of Education would not allow a commitment to specific numbers in the contract itself.

2) Significant changes were made to the allocation of "overload" or "unassigned" sections in our new agreement. Until this new agreement, regular faculty members were entitled to take up to a maximum of three of these courses before non-regulars had access to any. Now, regular faculty have the right of first refusal for only one "overload" before non-regulars have the right to them. This should improve the numbers of courses to which non-regulars have access.

While some considerable progress has been made at the bargaining table for non-regulars, we should not lose sight of the fact that we fought hard for even these changes. Nothing comes easy for us and those not willing to stand up and assert themselves will find the status-quo (or worse!) implemented upon them. In the past, when we have been quiet and submissive, not only did we receive little or nothing in the contract, but we actually *lost* a good deal! Thankfully, we had an amazing bargaining team in place this past year and everyone on that committee supported the changes for non-regulars that we ultimately achieved. We certainly owe them all our gratitude and respect. In a provincial fiscal environment of austerity and with an "anti-union" government in place, the smart betting money was very much against us bargaining *any* gains for our non-regular members this time around.

Looking ahead to this year, we have a number of goals to set and accomplish. I finally now hold in my grubby little hands a complete list of all non-regular faculty at UFV. This means that for the very first time, I can (and will!) send out email messages and notices to ALL of you. We can finally be in contact to ask questions, debate strategies, and just to get to know one another a little better. This is very important! We can finally begin to build some consensus and solidarity amongst ourselves.



"Don't Open That Door!"

by Moira Kloster, Philosophy department faculty

We've promised to be a fun FSA Executive this year, and to bring you more light and laughter in your *Words & Vision*. So I'm going to contribute a couple of sort-of-funny stories, let you decide how funny they are, and offer a bottle of wine to the best one you send in to top them.

Moira Kloster

Story #1: Don't open the door – a student might get out! Chilliwack, CEP campus, first day of classes.

A windowless classroom downstairs gets stuffy, so the faculty member props the door open. As she introduces the course, an alarm goes off. She dutifully leads the students outside for what she expects is a fire drill – but there's no-one else outside in the drizzle. At that point, a student remarks that it might just have been the door: some doors set off an alarm when left open. They troop back inside, and sure enough, when the door is shut, the alarm stops – and the room is stuffy again. The first solution suggested was just to get Facilities to turn the temperature down. Nobody initially

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seemed to find it odd that there should be an alarm on a classroom door.

I liked this story enough to tell it to someone else, who said, "That's nothing!" and told me this one:

Story #2: Don't open the door – a student might get in! Abbotsford campus, Saturday of the long weekend. The faculty member has come in to get rooms ready for Tuesday. The rooms are normally locked because equipment is stored there, but the faculty member has to check that equipment. The faculty member is going between these two rooms and the office, carrying things back and forth. Suddenly, the door to the faculty offices is locked again, although it had been propped open. A security guard arrives — not to help open the door, but to warn that it's not okay to leave doors open, not even on a Saturday, not even when no one else is around. The guard cautions the faculty member that the incident might have to be "written up".

I relayed this story to our department, just trying to imagine what tickets you get if they "write you up," and a colleague shared this one:

Story #3: Just don't open the door, ok? Abbotsford campus, T Building, 10 pm. My colleague has an office in the T building trailer, and teaches a night class. Lights are turned off in T Building at 7 p.m. And when the lights are turned off, they are all turned off — offices, hallways, exterior lights to help you see your way up or down the steps into the mud outside. When my colleague returned to his office, a guard arrived at the sight of his light, and "wrote him up" for Security. Fortunately, the fearsome "write-up" is, it turns out, not a direct penalty for the violator, it's just a record for Security in case there should be a problem afterwards.

Any suggestions for how we can do our jobs without having to open or close the doors?



From the

Faculty Vice-President

Fog will lift around Rank and Tenure procedures

Faculty are anxious to know when the new contract language regarding rank and tenure will be in effect and what process they need to follow to be granted tenure and a title. The situation is fairly straightforward for those who have completed their probation plus a three-year evaluation review cycle by August 1, 2013. However, until the work of the Letter of Agreement Committee on Procedures for Rank and Tenure is complete, the process that newer faculty will need to undergo will not be pinned down. Faculty who have been at UFV for fewer than five years are to be considered on a tenure track, and will be granted the title of Assistant Professor. We are currently waiting for a message from the VP's office to let us know when faculty will be able to use that new title.

The language in the new contract is pretty specific in terms of grandparenting for teaching faculty who have been here longer than five years. These members will be granted tenure and assigned the rank of Associate Professor (with the exception, at present, of laboratory faculty who will be granted tenure without rank). Your obligation is to send a written request to the dean with your current c.v. and a "brief" statement of teaching philosophy, no later than December 31, 2013. More detailed information on this matter is contained in the collective agreement, 12.7.5.

Although this seems perfectly clear, of course it is not. However, we have been assured that a message from VP's office will be sent out by mid-October that will specify a number of requirements for grandparented teaching faculty: 1) exactly who the c.v. goes to; 2) what exactly is meant by current c.v. and is there a preferred template for that; 3) and what are, if any, the specific expectations with regard to a statement of teaching philosophy.

Any questions/concerns can of course be addressed to me and I will immediately ask somebody else.

But that's only because I'm new here. I'm learning fast though; learning fast how much there is to know. The best way I learn is not sitting alone under a dreary energy saver light bulb reading contract language, although I do that too. I learn best in consultation and conversation with members. So I encourage any and all of you, if you have questions and concerns, please come to me.



From the

Staff Contract Administrator

Aahhh...change...

It was bound to happen. After a stellar summer giving us some of the longest sunny stretches I can remember, signs of fall are slowly changing the skyscape. I hope everyone had a memorable summer that enabled you to recharge a bit before the hectic fall term at UFV began.

Students old and new create this energy in the hallways that I always look forward to. It seems to give me a little jolt in my day that coffee can't seem to achieve – another snippet feeling of opportunity for serendipitous chance and change. I love the open-space feel that the renovations of OReg have given the Great Hall, and the smell of fresh earth filling the air outside building D as the excavators begin to prep the ground for the foundation of the new SUS building. It's all progression.

Most, if not all, of our members now know our new contract was ratified over the summer which resulted in a little bit of a wage increase this month and a retro payout that most should see before mid-October. We didn't have a lot to gain from this round of bargaining, and with the government's restrictive budgets, we were lucky not to lose some sick leave or professional development funding through "cooperative gains" — something I believe the FSA members will have to look at again when next year's budget rears its ugly head. The Labour and Management committee have already added special leave to the agenda of our first meeting. The FSA and the employer are looking to find some common ground as to who qualifies for family illness, which historically has seen intermittent inconsistencies and abuses on both the employer's and members' behalf. Presently we are in a holding pattern where some annual vacation documents (wanted by the employer in exchange for some special leave days) lay in wait for the outcome of these discussions, and that's where they will stay until we reach a desirable resolve.

Now that most are well on their way to becoming comfortable with this new term, this is usually when people begin to explore things that bother them in the workplace, which means this is usually when my workload starts to ramp up. Remember we can't control others' actions or behaviours, we can only change the way we may perceive them. If someone does something that throws you off your game, think beyond the incident itself and try to consider some possibilities that triggered the individual's response. Did they forget to eat their Wheaties or miss their morning coffee? Perhaps they are worrying about something away from work or maybe the employer wants their annual vacation for time they wanted to spend with their dying mother. There are so many possible distractions that one can come to work with, but if it isn't affecting the work you have to do, then try and give them the benefit of the doubt. If it is impacting your work, speak to your direct supervisor first. If that does not work, then come see me. Many come to me with concerns about others around them before taking these problems to their supervisors. I am here to help and if there has been an infraction on the collective agreement, I'm there. I try to help where I can; always, but it is not my job to take on your supervisor's role.

Currently the FSA is looking for staff stewards, so if you want to get involved, give me, or the FSA a call.

Lastly, remember this. We are here to help people succeed. If you take the time to help others around you succeed, I believe you are guaranteed to be successful too. All the best in your autumn season!



From the

Chief Negotiator

Chief Negotiator's Report : Working at golf or golfing at work?

Joke:

Negotiations between union members and their employer were at an impasse. The union denied that their workers were flagrantly abusing their contract's sick-leave provisions.

One morning at the bargaining table, the company's chief negotiator held aloft the morning edition of the newspaper, "This man," he announced, "called in sick yesterday!" There, on the sports page, was a photo of the supposedly ill employee, who had just won a local golf tournament with an excellent score.

A union negotiator broke the silence in the room. "Wow," he said. "Think of what kind of score he could have had if he hadn't been sick!"

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After a summer filled with good weather and lots of golfing, I turn my attention to our newly ratified Collective Agreement. Where do we go from here?

It seems that the Federation of Post-Secondary Educators (FPSE) is anxious for us to get busy and start negotiating our next agreement with the goal to have it ratified by next spring. They want us to be in tandem with the rest of the province's post-secondary institutions.

Whoa, Nelly. The ink is barely dry on our latest agreement.

My instinct tells me we are better served if we slow down, collect relevant information from local, regional, provincial and federal sources, and put a strong plan together. We want to be ready to bargain a collective agreement that won't be rushed, that won't cut corners, and that won't expire after only a few months.

Our contract committee will meet for the first time this month to set our tasks and timelines for the year. This fall, the FSA will focus on the wording of the agreements related to Rank and Tenure, Faculty Workload, and Staff Supervision. I will be attending FPSE's bargaining conference in early October to suss out what's happening in the province and elsewhere. I am collecting lists of concerns raised by members about our current contract, and I plan to survey the membership to identify a fresh wish list and our priorities for bargaining the next contract.

I recognize that there is much for me to learn and much for the contract committee to consider. We will pay serious attention to what's happening elsewhere, but our main goal is to listen to our members and to do what's right for UFV.

So, I'm putting away my golf clubs for now, and I am going to get busy. Or as the saying goes, "Those who take up golf to get their minds off his work soon take up work to get their minds off golf."



From the

Faculty Contract Administrator

Let's do coffee

Randy Kelley

I'm finding it hard to believe that it is this far through September as I sit down to write. It's been several months since I was given the opportunity to represent our members as the faculty contract administrator, and I'd like to take this chance to say thanks for the opportunity.

I'm looking forward to re-acquainting myself with the institution as a whole, as I've enjoyed watching the developments and growth of our institution for longer than 18 years now. In that time I've met many colleagues and have always been intrigued by the diversity of interests and experiences represented within our institutional community.

During the last few months I'm beginning to see not only the differences across our various faculties and departments, but also the many areas of common concern we all share. It's been my privilege to have been able to help with a number of those concerns during the past summer. Some of these issues are continuing into the fall.

I'd like to encourage anyone with a question, concern, or problem to get in touch with me so that we can work towards a solution. I'm always happy to sit down and chat, either in the office or over a coffee. Please send me an email or give me a call.

May we all enjoy a workplace in which we find satisfaction.



From the

Editor and Communications Chair

Sometimes a bigger piece of cake is fair

Freedom of speech is the philosophy behind my work here at UFV, whether in the library helping students or faculty find information, or in my position as FSA communications chair, facilitating communications among and between union members. As a former journalist, freedom of speech is something I have valued greatly during all of my working life.

Free speech does not mean that opinions expressed are correct or popular, but it does mean that everyone has a fair opportunity to speak or write.

Anyone who has raised children knows that fair does not always mean that each party receives exactly the same consideration. It does mean that each party gets the opportunities or resources that he or she needs.

I believe it was in this spirit that we held our most recent extraordinary general meeting, separated out into three sessions, with the first targeted to staff, the middle session to faculty and staff together, and the third session to faculty. The intent was to give members of both faculty and staff groups fair opportunities to ask questions and make comments.

Instead, faculty members dominated the staff session, even though faculty were welcome to speak during the joint and faculty portions of the meeting.

Maybe faculty members felt they were speaking for staff. I don't know. I also don't know how a faculty member could understand issues from the perspective of a staff member who was about to be laid off, while awaiting the results of a rank and tenure negotiation, that was solely of concern to faculty. The presence of faculty lined up at the microphone meant that staff members were less likely to get up and ask questions or make comments. Yes, staff members were still free to take their turn at the microphone — technically. But given the colourful and eloquent presence of some faculty members, maybe, just maybe, some staff members, who might have otherwise spoken up, decided to sit on their hands instead.

It would be all right if we held a staff-centred meeting and no one spoke. Then we would know that staff members were so happy with our work that they had nothing to add. But that's not what we did. We held a staff-centred meeting and allowed faculty to dominate the discussion. That's not fair and that's not equal. It's also not free speech.

Fairness Works coming from Canadian Labour Congress

Heads up about last-minute information: Vicki Grieve and I attended the Canadian Labour Congress "Together Fairness Works" conference Saturday, September 28 in Burnaby. Briefly: Canadian Labour Congress leaders warned of the dangers of a conservative agenda that includes federal legislation bills C377

(<http://www.parl.gc.ca/HousePublications/Publication.aspx?Language=E&Mode=1&DocId=5942377>) which would require unions to disclose financial information publicly, and C525

(<http://www.parl.gc.ca/HousePublications/Publication.aspx?Language=E&Mode=1&DocId=6206933>) which would make it harder to form unions and to keep unions in place. They also warned about the Ontario Progressive Conservative Party agenda, which advocates eliminating mandatory union dues, as explained in this Huffington Post article (http://www.huffingtonpost.ca/sid-ryan/tories-rand-formula_b_2671244.html). The Canadian Labour Congress will be launching its own initiative to counter anticipated upcoming conservative advertising that will attack unions, including our union. See some samples of that message by visiting

<http://www.canadianlabour.ca/sites/default/files/abbotsford-en.pdf> and <http://fairnessworks.ca/>.

Where is the New Generation Reader Taking Us?

By Trevor Carolan, English Department Faculty

While participating at the Mumbai Literature Live Festival last November, I had an opportunity to attend a forum on the state of contemporary book publishing. The presenters included popular South Asian novelist and media star, Chetan Bhagat; literary critic Pritish Nandy; Ravi Subramaniam, leader of India's distinctive school of writers specializing in business-world thrillers; and Ashwin Sanghi, science fiction novelist and reporter on digital media. Like its Bollywood film industry, India's book trade is enormous and people there like to read. It was instructive to hear from such acclaimed practitioners whose works are widely read; however, their news had disturbing elements which also speak to the current state of the book world in North America. From an educational perspective, a number of points seem worth sharing:

- A new generational audience has arisen in the past 10 years, but it's not reading. Younger people are more tied into apps. They don't want to read, according to Ashwin Sanghi;
- Book marketing is taking us inexorably to the screen, to Blackberry, to e-books;
- More readers now follow pop writers than traditional fiction; it's a distracted readership generation, but from a sales point of view it has more money;
- The old "work-your-way-up" literary system is being replaced by overnight stars. With popular media always hungry for stars, the celebrity dimension is becoming more entrenched;
- In popular reading patterns, mythology-fantasy-history has replaced the romance as themes: do we have to pander to this new taste?
- Traditional "heavy" literature takes five to six days to read; younger readers are turning away from that. Now they want "Lit Light." In response, publishers are seeking those kinds of books as there is a tendency in the marketplace to play to the crowd;
- The draw of contemporary literature is so powerful that as one is lured deeper into it, one becomes trapped in contemporaneity, according to Pritish Nandy;
- With the current flow of the publishing business killing the past, the enduring quality of the classics is being lost. How will new generation readers find their own Shakespeares?
- Will we see more great books, classics, remaining undiscovered?



Trevor Carolan, English department faculty

Literary vs. Popular

- As writers and educators we're competing with Facebook, Twitter, and Skychannel. However, if Twitter is the new lit, it limits thoughts to one line. That's why the quality of writing is suffering.

What to do?

- Start up on Facebook and begin promoting? Whether you're a writer in the popular marketplace or a scholar, today you need to go out and promote.
- Traditionally, literature reaches those who've read in the past. People still say "a well-read person", not a "well TV-watched person." We have to make kids read — to make it cool to have a book in your hand.

Feature Article

This is the first of an occasional series in *Words & Vision*, highlighting various departments and initiatives in our workplace. If you have an idea for an article or would like your department highlighted, please email the editor at FSA.Editor@ufv.ca.

OReg colours shine after renovation

It took just seven weeks this summer to transform the formerly cramped and dingy Abbotsford A&R into the shiny new and green OReg.

Space was saved by opening up the floor plan, eliminating clutter and old equipment, going greener and more paperless, using existing electronic tools more effectively, and eliminating having printers at every station. The end result, with the floor to ceiling windows opening out into the Alumni Hall, is welcoming and friendly.

"We really love our space and we'll show it off, says Wanda Baker, Senior Assistant, Enrolment Services, Office of the Registrar. That day is coming as OReg will plan a grand opening celebration when the early semester busyness settles down a little.

Making the decision to renovate the tired space, getting the funding and the plan and moving out into classrooms during the summer was astoundingly fast, Wanda says. The process began with Al Wiseman and finished with Deputy Registrar Darren Francis, who managed the transformation quickly.



Back row: Wanda Baker, Carol Abbott, Kayla Corriveau | Front Row: Kim Daley, Shannon Gravelle, Nisha Mahil

Operating out of classrooms for the summer was kind of like camping, according to Wanda. "It was a chance to bond in our individual groups." OReg operated right through construction, with groups of employees in different rooms. The office couldn't shut down during the two moves, even though there are offices in Chilliwack and Mission, so they only closed for half a day during each move. Student services were the priority and ITS had front-line workers plugged in in record time.

...continued on page 14

...Feature article continued from page 13

A&R to OReg

The name change to OReg is part of larger changes and a system-wide review within the Office of the Registrar.

"We used to be called Admissions, but that is only one facet of what we do," Wanda says. "Yes, we admit, but we also enrol, transfer in and send off records, and graduate students, as well as the various other roles involved in setting up and maintaining our systems. We wanted a better reflection of what we do."

OReg is made up of the enrollment group, admissions group, credential evaluation officers, a records group, a graduation group and the administration group. Office of the Registrar is a common name for these services in other academic institutions.

Front-line enrollment crew

The view from the front end of OReg out into Alumni Hall is wide open thanks to the floor to ceiling windows, and that's just how everyone likes it. Students waiting for help can see in and staff can see out. "There's a feeling of transparency, accessibility and welcome," Wanda says.



Shannon Gravelle, enrolment services assistant

Being on the front lines attracts a "gregarious" personality, Wanda says. Enrollment staff, including Carol Abbott who staffs the information desk, need a wide range of institutional knowledge. As well as enrolling prospective students, they help students figure out where to go and whom to see to solve the many issues that can come up. People are invited to come in, sit down and have a conversation.

*Written by Lisa Morry
FSA Editor and Communications Chair*

FSA-UFV Holiday Dinner & Dance

Saturday, December 14th, 2013

Rancho Hall, Abbotsford

Mark your calendars.

Kick off the holiday festivities with an evening of great food, excellent live entertainment and holiday cheer with colleagues and friends. Details coming soon.



Laura Tryhuk & Elizabeth Dow

“Hands up” for fair employment!

October 21 - 25, 2013

Across North America there are very few post-secondary institutions that have contract language that provides the level of protection to non-regular faculty that we have secured in our agreements. However, we need to make improvements, changes that will ensure that non-regular faculty have the same rights and benefits as regular faculty.

“Let’s work together to make equity a reality for everyone.”

Non-regular faculty across BC are mobilizing to build support for fair employment. They want your support.

Here are five ways we can show our support and put our Hands Up for Fair Employment.



1 Eliminate secondary scales

There are still a number of institutions where non-regulars are paid a flat rate, barred from rising up the salary scale, or paid a percentage of the regular scale. Yet non-regular faculty are expected to do the same work and are held to the same standards as regular faculty. All faculty should be paid on the same basis regardless of their contract status.

2 Better access to benefits

Many instructors spend years working as non-regulars without being able to access benefits. We want to make benefits more accessible to non-regulars by reducing the percentage assignment needed to access benefits and by allowing benefits to extend periods of non-employment.

3 Better regularization

We need to strengthen regularization language where it exists and make it easier to become a regular employee. And, some locals still don’t have regularization language. It’s time to change that once and for all.

important. Pro rata assignments allow non-regular faculty to participate fully in the life of their institution and have the same opportunities and responsibilities as their full-time colleagues.

4 Achieve equity

Non-Regular faculty should have the same access to professional development, scholarly activities and committees as regular faculty members. That’s why achieving the pro rata model is so

5 Improve rights to future work

The first step to regularization is getting enough work. That’s why it’s so important to strengthen the rights non-regulars have to access additional work at their institutions through improved seniority rights.

THE UNION ADVANTAGE IN Abbotsford-Mission

There were 20,700 union members working in and around Abbotsford-Mission in 2012. That’s 28% of all employees. Their weekly payroll of just over \$19 million accounted for 33% of the total for the whole community. On average, unionized workers earned \$5.77/hour more than non-union employees. That union advantage translated into an extra \$4.3 million every week paid into the local economy to support local businesses and community services.

Union Wage Contribution to the Local Economy *

Average hourly wage for workers with unions	\$26.09
Average hourly wage for workers without unions	\$20.32
Union Advantage for Canadian workers	\$5.77/hour
How many workers are union members?	20,700
Union members as % of all employees	28%
Total weekly payroll for all workers with unions	\$19.2 million
Above as % of total community weekly payroll	33%
What the Union Advantage provides to the local economy	\$4.3 million/week

*Based on the average annual wages for 2012 in the local Census Metropolitan Area (Statistics Canada).

together
FAIRNESS
WORKS

FSA Contacts 2012 - 2013

		Local
Executive		
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Staff Vice-President	Connie Cyrull	4214
Faculty Contract Administrator	Randy Kelley	4354
Staff Contract Administrator	David Shayler	4593
Chief Negotiator	Lynn Kirkland Harvey	6323
Secretary/Treasurer	Ding Lu	4209
Communications Chair	Lisa Morry	2471
Agreements Chair	Moira Kloster	4320
JCAC Co-Chair	Gayle Noel	4093
JPDC Co-Chair	Vicki Bolan	4543
OH&S Co-Chair	<i>Vacant</i>	
Social Committee Chair	Rhonda Snow	4061
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FPSE Rep. Human Rights	<i>Vacant</i>	
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What's Next on the FPSE Calendar?

For updates and upcoming meetings at the Federation of Post-Secondary Educators, visit their new website at <http://www.fpse.ca>



For more information, visit: www.fairnessworks.ca

words & vision

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